

ARTICLE 3

DEFINITIONS

For the purpose of this Master Agreement, the terms listed below are defined as follows:

1. **Day:** Unless stated otherwise, day means calendar day. If a due date falls on a Saturday, Sunday, or holiday, the next official workday will be considered the due date.
2. **Domestic Partner:** Domestic partner means an adult in a committed relationship with another adult, including both same-sex and opposite-sex relationships. Committed relationship means one in which the employee, and the domestic partner of the employee, are each other's sole domestic partner (and are not married to or domestic partners with anyone else), and share responsibility for a significant amount of each other's common welfare and financial obligations. This includes, but is not limited to, any relationship between two individuals of the same or opposite sex that is granted legal recognition by a State or by the District of Columbia as a marriage or analogous relationship (including, but not limited to, a civil union).
3. **Emergency Situation:** Any situation that is temporary in nature and poses sudden, immediate, or unforeseen work requirements as a result of natural phenomena or other circumstances beyond Management's reasonable control or ability to anticipate.
4. **Employee:** An individual employed by the Forest Service who is included in a representative unit or otherwise recognized by the Parties during interim situations. Such an employee is also called a Bargaining Unit Employee. Title 5 of the United States Code (U.S.C.) 7103(a)(2) defines an "employee" as only those individuals currently employed. This definition does not include

individuals who are applicants for employment. Temporaries cease to be employees after termination regardless of rehire eligibility.

- 5. Forest Service Council (FSC):** The consolidated Bargaining Units (professional and nonprofessional) comprising all the National Federation of Federal Employees (NFFE) Locals in the Forest Service.
- 6. Forest Service Council Executive Board:** The board includes the FSC President, FSC Vice Presidents, and FSC Secretary-Treasurer.
- 7. Interest-Based Problem Solving:** A process of resolving problems by mutually identifying issues, interests, options, and standards by which those options are evaluated. The solution is reached by consensus or as agreed to by the Parties at the appropriate level.
- 8. In Writing:** Email is an acceptable method for all transmittals with reference to the Master Agreement.
- 9. Local Management:** All levels of Management on each individual national forest, Civilian Conservation Center, regional office, research station, Washington Office, technology and development center, or any other Forest Service unit that has a NFFE Local Union.
- 10. Local Union:** A unit of NFFE that represents a portion of the consolidated Bargaining Unit(s) certified by the Federal Labor Relations Authority (FLRA) or as presently recognized by the Parties. This Master Agreement has been negotiated to cover the professional and nonprofessional units as one unit.
- 11. Management:** Means all levels of Management to which the Forest Service assigns managerial or supervisory duties. This term is equivalent to employer or agency.
- 12. Midterm Negotiations:** Bargaining changes affecting conditions of employment during the life of this Master Agreement that are not in conflict with the Master Agreement.
- 13. Notification:** All notification specified in this Master Agreement must be in writing, unless otherwise stated.

- 14. Partnership (Labor Management Forum):** A joint, voluntary process whereby the Union and Management work together cooperatively to better achieve Forest Service goals and meet employee interests by identifying and mutually resolving problems and improving their day-to-day working relationships.
- 15. Parties:** Normally, Parties with an upper case “P” indicates the national Management and Union collectively.
- 16. Predecisional Involvement:** A term that represents those activities where employees, through their elected exclusive representative, are afforded by agency Management the opportunity for input to Management regarding decisions that affect working conditions.
- 17. Service Computation Date:** For purposes of seniority in this Master Agreement, service computation date will be computed on the basis of each employee’s leave service computation date, unless specified otherwise.
- 18. Supervisor:** An individual employed by an agency having authority in the interest of the agency to hire, direct, assign, promote, reward, transfer, furlough, layoff, recall, suspend, discipline, or remove employees; to adjust their grievances; or to effectively recommend such action. The exercise of the authority is not merely routine or clerical in nature but requires the consistent exercise of independent judgment. For units that include firefighters or nurses, the term “supervisor” includes only those individuals who devote a preponderance of their employment time to exercising such authority (5 U.S.C. 7103(a)(10)).
- 19. Subordinate Agreements:** Any agreement negotiated by the intermediate or Local parties.
- 20. Supplemental Agreements:** Any agreement negotiated by the National Parties, other than this Master Agreement.

- 21. Threshold Issues:** Threshold issues are typically procedural and or legal issues that are of such significance to the proceeding that they must be addressed prior to the other issues in the proceeding.
- 22. Union:** The National Federation of Federal Employees, the FSC, Local Unions, Local officers of the Union, Union stewards, and other authorized representatives designated by any of the above.
- 23. Union Official and/or Union Representative:** A representative or designee of the FSC, any accredited business representative of the NFFE, or the duly elected or appointed Union representative of a Local NFFE Union.
- 24. Work Unit:** A work unit is an entity with a specific mission, with homogenous procedures or technology, and headed by a supervisor or manager authorized to approve time and attendance reports and approve leave.